

**CITY OF AUBURN  
APSA  
TENTATIVE AGREEMENT**

Term of Package – One Year 05/15/2013					
ITEM NUMBER	POSITION	COMMENTS	FY 1314 ESTIMATED BUDGETARY IMPACT	FY 1415 ESTIMATED BUDGETARY IMPACT (add to prior years)	FY 1516 ESTIMATED BUDGETARY IMPACT (add to prior years)
Item 1	Accept	4% One-Time, non-pensionable payout	<b>\$21,497</b> (COST OF \$21,497 MOVED FROM FY1213 BUDGET)	<b>\$0</b>	<b>\$0</b>
Item 2	Accept	APSA proposed 5% raise. City counterproposal = 4% salary increase. APSA accepts 4% subject to approval.	<b>\$28,174</b>	<b>\$427 (1)</b>	<b>\$427 (1)</b>
<b>Item 3</b>	<b>Counterproposal</b>  <b>Counterproposal Accepted</b>	APSA proposed 5.5% raise in lieu of additional vacation hours being provided for lack of holiday pay/hours. Discussion needed on the following: <ul style="list-style-type: none"> <li>• Impact of additional pensionable base pay consistent with future CalPERS retirement rate increases;</li> <li>• APSA currently has “hard cap” of accruable vacation hours (2x annual accrual) – Inability to accrue vacation attributable to higher payout rate is minimized;</li> <li>• How best can APSA achieve the ability to take vacation so that caps are not reached?</li> </ul> <p><b>Counterproposal: APSA proposes to allow each Sergeant an opportunity to sell back up to 108 hours of vacation during the 1 year term of the agreement – up to 54 hours</b></p>	<b>Up To \$26,674</b>  <b>(Reduces ultimate leave balance liability)</b>	<b>\$0</b>	<b>\$0</b>

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		<i>during the first pay period of December and up to 54 hours during the first pay period in June. Vacation earnings accrual rates will remain unchanged and existing caps on vacation earnings balances cannot be exceeded.</i>			
Item 4	Accept	Additional 2.5% graveyard premium.	\$5,866	\$89	\$89
Item 5	<b>Conditionally Accept</b>	On-Duty Workout Program. Provided entirely up to Chief in terms of design/timing etc. – <b><i>Provide language to APSA. If mutually agreed upon, this item will sunset with the expiration of the agreement.</i></b>	\$0	\$0	\$0
Item 6	Reject	Existing arbitration language in APSA contract to remain static.	N/A	N/A	N/A
Item 7	<b>Counterproposal  Counterproposal Accepted</b>	<p>APSA proposed 10% raise determined annually based on performance (achieving an above-standard evaluation). Discussion needed on the following:</p> <ul style="list-style-type: none"> <li>• Pay for Performance typically provided as annual “bump” based on performance (i.e. not guaranteed to be ongoing).</li> <li>• Amount of pay for performance should be capped (i.e. up to 10%).</li> <li>• Measurement criteria for gauging performance needs to be addressed.</li> </ul> <p><b><i>Counterproposal: Development of a Pay for Performance Program will be considered during the term of the agreement. Both sides will arrive at a mutually acceptable solution which may be implemented during the course of agreement, but will sunset with the expiration of the agreement.</i></b></p>	N/A	N/A	N/A

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<b>Item 8</b>	<b>Accept</b>	<b><i>Increase Detective Sergeant's pay by 2.5% for a total detective premium of 7.5%.</i></b>	<b>\$3,017</b>	<b>\$47</b>	<b>\$47</b>
<b>Item 9</b>	<b>Accept</b>	<b><i>Sergeants pay full 9% of employee CalPERS retirement premium effective July 1, 2013 in exchange for a cost-neutral salary offset of approximately 3.16% addition to pensionable salary base.</i></b>	<b>\$0</b> (Cost Neutral)	<b>\$0</b> (Cost Neutral)	<b>\$0</b> (Cost Neutral)

***(1) Includes incremental cost for Employer Share of CalPERS Retirement Premiums estimated at 2% of pensionable salary.***